



Position Specification

PRESIDENTIAL SEARCH PROSPECTUS

2025

After the 21-year tenure of our current president, we begin our search for a new President of Belmont Abbey College from a position of strength and optimism.

To begin this search, we have established a Presidential Search Committee (“PSC”) of 12 community members ensuring representation across Abbey stakeholders. We have also retained Russell Reynolds Associates to support the important work of the PSC.

We approach not only a new administration but also another 150 years of Abbey history with hopeful trust in Divine Providence. We invite those inspired by our mission to review this prospectus and thoughtfully consider submitting yourself for candidacy.



Belmont Abbey
COLLEGE

The College

1876-2025

Founded in 1876 by Benedictine monks, Belmont Abbey College finds its center in Jesus Christ. By His light, we grasp the true image and likeness of God which every human person is called to live out. We aim to renew that likeness in all dimensions of life for our students and community members through curricular and co-curricular programs of excellence and virtue based in the liberal arts as practiced in the Benedictine and Catholic intellectual traditions.

By excellence and virtue, we mean the skills, attitudes, and stable dispositions of character that make possible the consistent practice of the good throughout the full range of human pursuits (scholarly, professional, community, personal). Recognizing that each field has its own standards of excellence, we strive to achieve them, led by St. Benedict's desire "that in all things God may be glorified."

MISSION

Our mission is to educate students in the liberal arts and sciences so that in all things God may be glorified. In this endeavor, we are guided by the Catholic intellectual tradition, the Apostolic Constitution *Ex Corde Ecclesiae*, and the Benedictine spirit of prayer and learning. Exemplifying Benedictine hospitality, we welcome a diverse body of students and provide them with an education that will enable them to lead lives of integrity, to succeed professionally, to become responsible citizens, and to be a blessing to themselves and to others.

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EX CORDE ECCLESIAE

Belmont Abbey College is faithful to the Catholic Church's document *Ex Corde Ecclesiae* written by Pope John Paul II in 1990. The Church has cultivated a concern for education from the beginning, as the Christian community sought to develop a more profound comprehension of the Gospel message through its own experience and understanding. The Church in the U.S. has the most highly developed system of Catholic higher education in the world. This system is unique in the Church, too, regarding the variety of systems of institutional governance and the relationships with the larger society. The most recent impetus for *Ex Corde Ecclesiae* was provided by Vatican II. In the "Declaration on Christian Education," the bishops of the council stated, "For her part, Holy Mother Church, in order to fulfill the mandate she received from her divine founder to announce the mystery of salvation to all people and to renew all things in Christ ... has therefore a part to play in the development and extension of education."

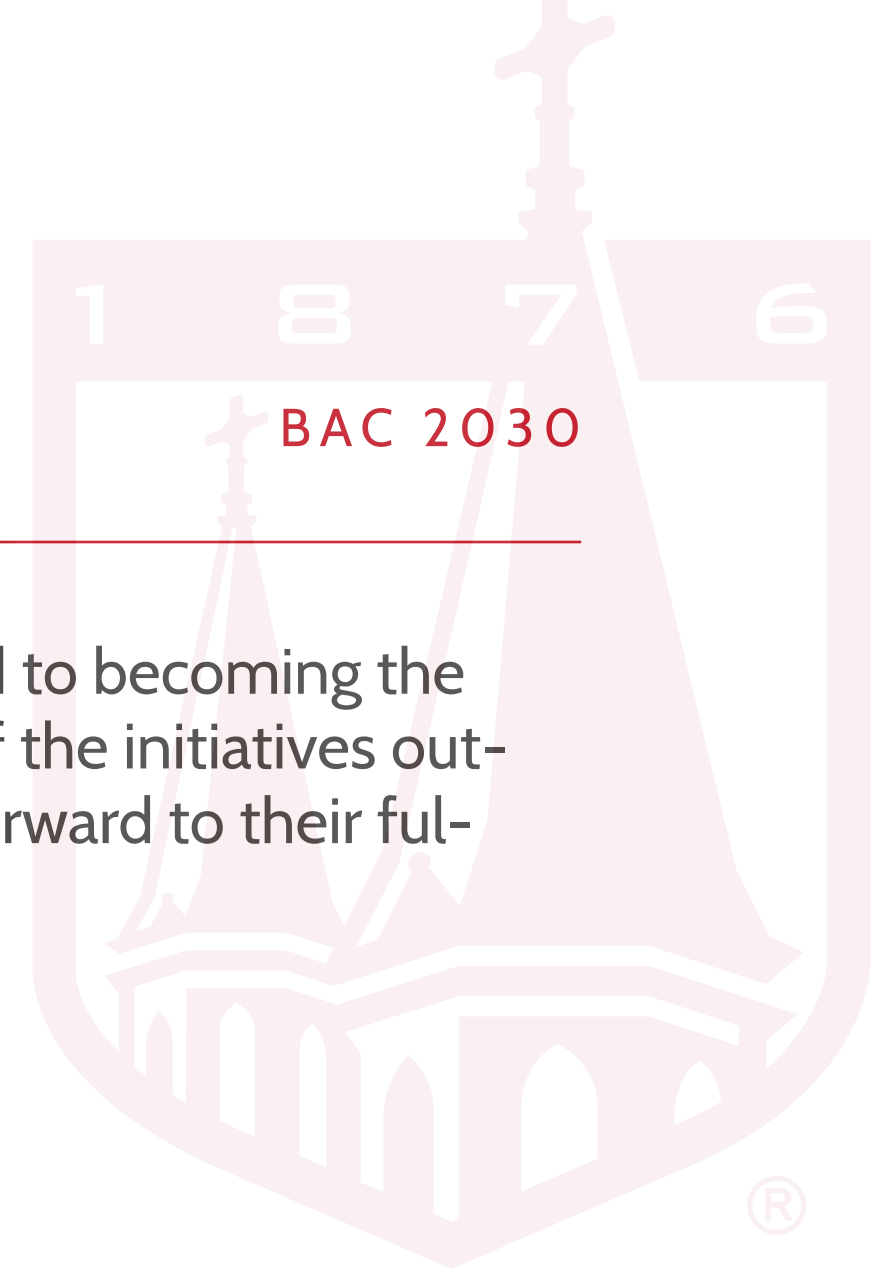
Location

In the heart of North Carolina's Piedmont, our beautiful campus lies fifteen minutes from thriving metropolitan Charlotte. Without sacrificing the stability and serenity of their Abbey home, then, students have easy access not only to Charlotte's museums, symphony, world-class theater, and restaurants but also to a host of professional sporting events: from Panthers or Hornets games to Football Club matches, NASCAR races, and minor league baseball and hockey games. Proximity to Charlotte's robust financial industry and rapidly growing economy, moreover, means that Belmont Abbey students enjoy a matchless variety of internship opportunities.

Hiking in the Appalachian foothills, adventuring at the Whitewater Center, or exploring Belmont's Thursday Farmers' Market further broaden the range of local activities and enrichment, while our central location - just 2 hours from the mountains of Western NC and 3 ½ from the Eastern Carolina beaches - allows students to explore our beautiful state from end to end with little more than a day-trip afield.



Strategic Plan: Love in Truth



In order to Restore Love in Truth, Belmont Abbey College committed to becoming the leading small Catholic college in the United States by 2030. Many of the initiatives outlined in the resulting strategic plan are well underway, and we look forward to their fulfillment in the coming years.

To accomplish this, Belmont Abbey College will:

- **Secure Financial Freedom**
- **Restore the Public Square and Protect Religious Liberty**
- **Rejoice in Truth and Love**



OUR VISION

To provide every student with the knowledge, understanding, and wisdom conducive to a happy life of genuine flourishing, rooted in objective truth and animated by authentic love.

OUR MISSION

Our mission is to educate students in the liberal arts and sciences so that in all things God may be glorified. In this endeavor, we are guided by the Catholic intellectual tradition, the Apostolic Constitution *Ex Corde Ecclesiae*, and the Benedictine spirit of prayer and learning.

BAC 2030

THE STRATEGIC PLAN

GOAL 1: SECURE FINANCIAL FREEDOM

Belmont Abbey College will secure financial freedom through strategic institutional growth in development, enrollment, retention, academic entrepreneurship, and brand recognition.

By achieving multiple goals we will be free to operate according to our faith, in the best interest of our students, our community, and a flourishing society built on Love in Truth.

OBJECTIVES

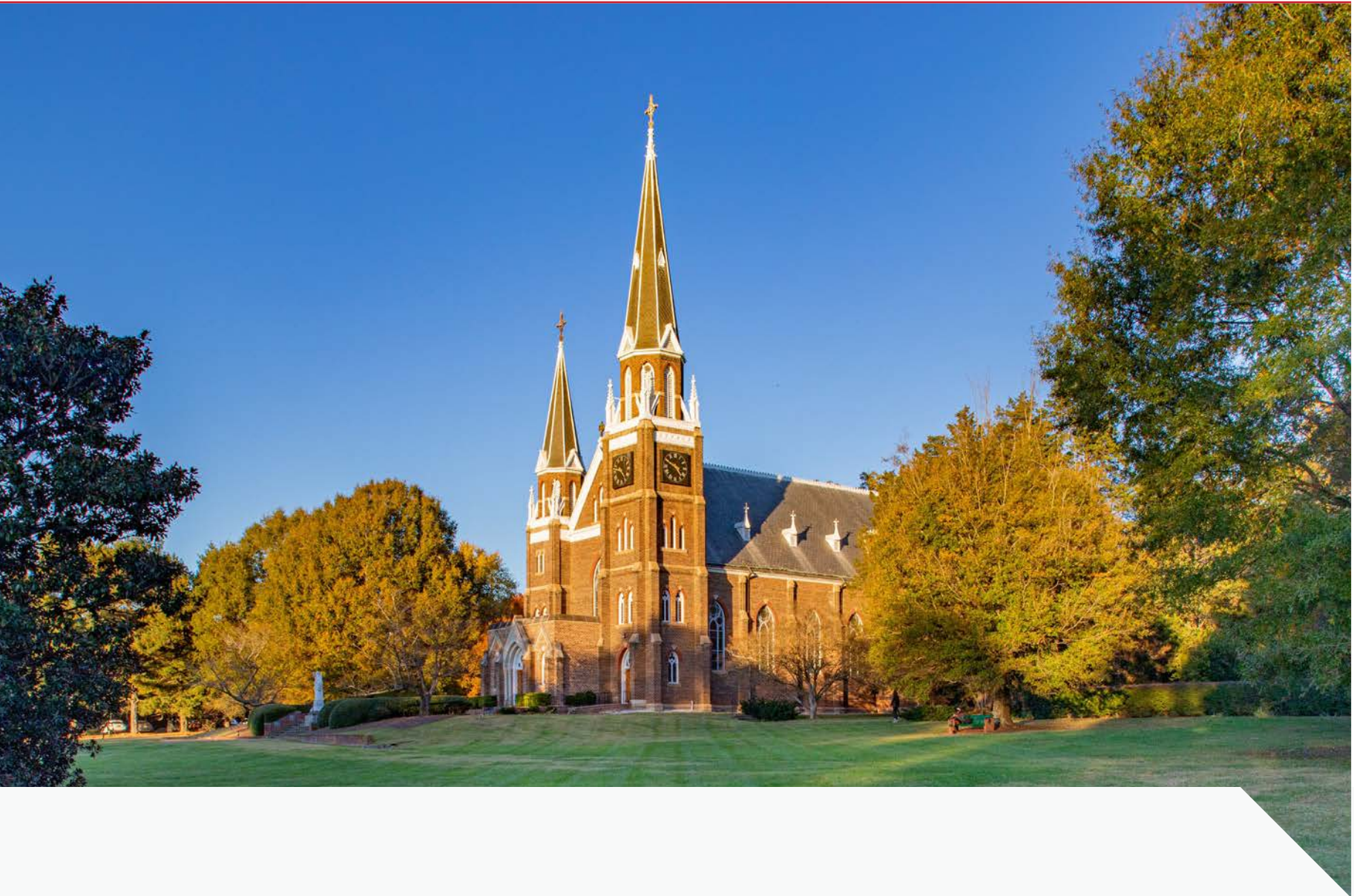
- Ensure Institutional Growth through Targeted Enrollment and Retention
- Facilitate Academic Entrepreneurship
- Establish National Brand
- Launch Comprehensive Capital Campaign

ESTABLISH A NATIONAL BRAND

Establishing Belmont Abbey College as a household name is critical to our growth and key to driving revenue.

MADE TRUE

The Made True capital campaign raised \$100MM in less than a year. With our 150th anniversary approaching in 2026, we extended our goal to \$150MM, and the college stands poised to achieve this goal in the coming months.



GOAL2: RESTORE THE PUBLIC SQUARE AND PROTECT RELIGIOUS LIBERTY

Belmont Abbey College faculty and students will actively influence and contribute to culture, society, and education by seeking the common good, and evangelizing in faith, reason, excellence, and virtue.

Religious freed is a profoundly important right and a building block of civil society. Without it, no culture can flourish. By equipping students to understand and defend the importance of religious freedom in the public square and to recognized and value all the gifts that flow from this fundamental right, BAC will safeguard religious freedom in our

OBJECTIVES

- Build and Preserve Western Civilization
- Establish and Grow Premier Programs Grounded in the Western Canon
- Prepare Leaders to Live Out the Universal Call to Holiness
- Build and Serve the Catholic Church Locally and Beyond
- Cultivate and Support Responsible Citizenship

THE HONORS COLLEGE

The Abbey Honors College is an all-encompassing journey to discover the world through a critical eye, to study the Great Books and their impact on the world, and to prepare for a future that focuses on goodness and beauty.



THE BELMONT HOUSE

Belmont Abbey College desires to provide a refuge of hospitality and stability for those who stand up for our religious freedoms and proclaim the Good News of the Gospel. Thus in the spirit of the Benedictine Hallmarks of hospitality and stability, “The Belmont House” on Capitol Hill opens its doors in service to the Church and the country.

GOAL 3: REJOICE IN LOVE AND TRUTH

Belmont Abbey College will prepare students to seek and love the good, the true, and the beautiful. By equipping students to live lives of integrated virtue and to carry that torch to their families, their workplaces, and their communities, we can restore a society full of flourishing, empowered people living lives of Love in Truth.

OBJECTIVES

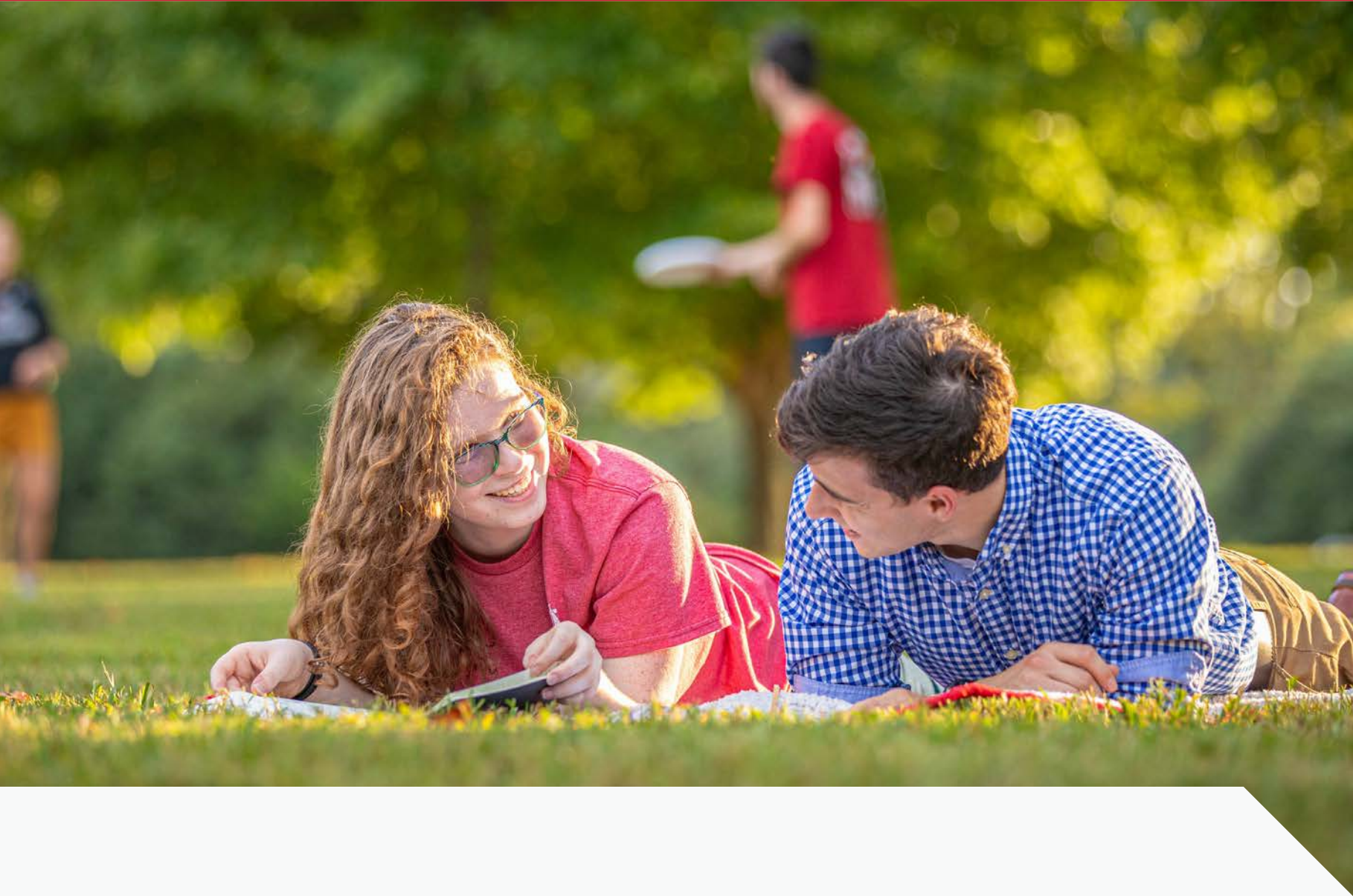
- Support Holistic Student Success
- Encourage and Support a Life Imbued with Truth and Love
- Become the Employer of Choice Among Cardinal Newman Society Schools
- Support Love of Neighbor, Friendship, and Community
- Create and Develop Spaces to Enrich Student Life

SUPPORT HOLISTIC STUDENT SUCCESS

We want to ensure students are successful beyond GPAs. Our goal is well-educated and well-formed graduates.

BECOME THE EMPLOYER OF CHOICE

To offer the very best to our faculty, students, and community, we will develop a unique, competitive, and comprehensive compensation and benefits program.



The Academic Program

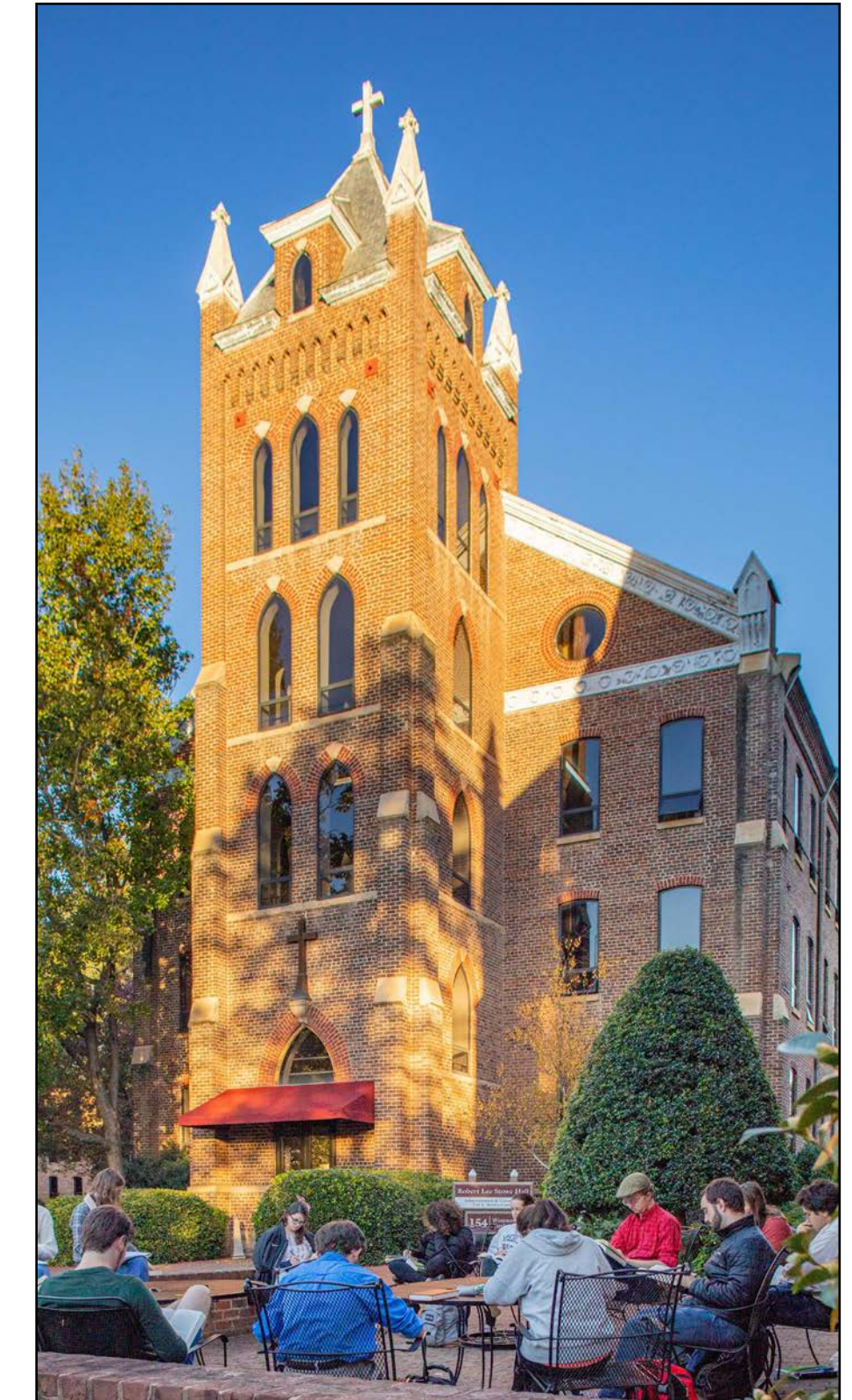
AN ESSENTIAL FOUNDATION

Through our liberal arts core, all Belmont Abbey undergraduates acquire an essential foundation on which to build not only a major course of study or a professional path but also an active understanding of how to embrace lives of excellence and virtue. Having begun their formation as well-rounded, ethical learners, effective communicators, and critical thinkers in these core classes, Abbey students then choose from dozens of undergraduate majors, minors, and pre-professional degrees: a continually expanding selection of programs to which our nationally recognized faculty bring the highest quality of instruction and expertise.

Premiere Scholarship programs include the Hintemeyer Catholic Leadership Scholarship, the Fr. Oetgen Theatre & Dance Scholarship, the St. Thomas More Civic Integrity Scholarship, and the Honors College Scholarship. Each program recognizes exceptional incoming students and offers enrichment and formation opportunities throughout their undergraduate experience.

The Honors College itself represents perhaps the most profound encounter with Belmont Abbey's commitment to Benedictine liberal arts education. A Great Books program in the classical, Socratic tradition, the Honors College offers major and minor options that allow students to explore Truth, Goodness, and Beauty within the riches of the Western canon in seamless conjunction with any major across the available range.

Since 2023 Belmont Abbey has also established an expanding list of flexible, affordable, online graduate programs: with an MBA, a Master of Arts in Classical and Liberal Education, a Master of Science in Nursing Leadership, and master's degrees in Communications, Leadership, Data Analytics, Sport Management, and Motorsport Management.



[BELMONTABBEYCOLLEGE.EDU/ACADEMICS/](https://belmontabbeycollege.edu/academics/)

Learn. Seek. Thrive.

Faculty

Among regionally ranked colleges in the south, *U.S. News and World Report* ranked Belmont Abbey's undergraduate teaching #1 in 2022 and #2 in 2025, recognizing our faculty's characteristic excellence and dedication. More than 70% of this faculty have terminal degrees, while all unite the utmost expertise in their fields with the authentic pursuit of Truth across their varied fields and disciplines.

Our exceptional faculty also include several alumni who have returned to Belmont Abbey on completing their doctoral studies, among them Dr. Joseph Wysocki '04, who now serves as Belmont Abbey's Provost, and Dr. Thomas Varacalli '11, who succeeded him as Dean of the Honors College. Dr. Christine Boor '11, recently named the Vilma György Pallos Endowed Chair in Classical Education, also directs the Abbey's new Master of Arts in Classical and Liberal Education.



The Life on Campus



ENROLLMENT

Enrollment, which is currently over 1600, has continued to grow across the past several years, even during the COVID pandemic, when we remained open, seeking to maintain Benedictine stability amid the panic and uncertainty. In recent years we have regularly seen record enrollment, and with three new dorms built in the past five years, on-campus residency is also up by 65%. Growing and thriving as the Catholic College of the South, Belmont Abbey has continued to live its commitment to the spiritual and intellectual life of our community, our state, our region, and our country.

CAMPUS LIFE

Even beyond academics and athletics, campus life embraces a rich variety. From student-led clubs and organizations to school-sponsored celebrations, dances, talks, and events - and with countless spiritual opportunities, including Bible studies, daily Mass and Adoration, campus ministry socials and retreats, and participation in the monastic Hours - Belmont Abbey students choose from among a lively array of opportunities to thrive in body, mind, and soul.

Our chaplain, Fr. James Raber, O.S.B., is a visible campus presence and a profound blessing to our community, both sharing in campus life and ministering to it. In addition to cheering on the Crusaders at sporting events, holding regular office hours, and giving Theology on Tap lectures, Fr. James has added confession and Mass times to the regular conventual schedule.

FACILITIES

As enrollment has grown and we have continued to establish new graduate and undergraduate programs, Belmont Abbey's campus facilities have likewise embraced the need for growth. The last five years alone have witnessed three new residence halls, a renovated and expanded dining hall, and new, state-of-the-art science labs, with plans for a Tennis Pavilion and Track and Field Complex in development and a new Visual and Performing Arts Center on the horizon. Last year we also welcomed CaroMont Hospital onto Abbey land, and we look forward to continuing a fruitful partnership between Abbey Nursing and CaroMont Health in ongoing service to Gaston County.



Athletics

With more than 30 teams, Belmont Abbey College is home to the seventh largest athletic program in the United States, measured by numbers alone and not merely the proportion of active student-athletes. More than half of Abbey students participate in sports, and a program-wide emphasis on Sport and Virtue means that our teams not only maintain a competitive presence in state and national championships but also regularly win Conference Carolina Messick Sportsmanship Awards. Coaches both demand and model the highest level of excellence and virtue: while training athletes to thrive under the particular demands of a chosen sport, Abbey coaches seek always form students in the servant leadership that will so profoundly impact their communities and their own lives long after graduation.

To match the size and health of our athletic programs, our athletic facilities have continued to grow as well: with expanded tennis courts and practice fields, the cross country team's Br. Paul Trail, and an upgraded Alumni Field for soccer, lacrosse, and field hockey. On the near horizon, we also look forward to a new tennis pavilion and a track and field facility with an artificial turf field.

Since 2002, Abbey Athletics teams have won 24 regular season Conference Carolinas championships, including:
Men's Lacrosse ('21, '22, '23), Women's Soccer ('08, '09, '10, '15), Rugby ('24), Men's Volleyball ('24), Women's Volleyball ('18, '19), Women's Basketball ('22, '23), and Men's Tennis ('22).

Since 2002, Abbey Athletics teams have won 41 Conference Carolinas tournament titles, including:
Men's Basketball ('02, '03, '13, '21, '22), Men's & Women's Bowling ('24), Men's Tennis ('22, '23, '24), Men's Volleyball ('24), Women's Basketball ('02, '21), Rugby ('24), and Women's Golf ('07, '10, '11, '21).

Abbey Athletics teams also received the Conference Carolinas Messick Award for sportsmanship in '12, '13, '14, '17, '19, '21, '24
Abbey Athletics was awarded the Body, Mind, and Soul Dr. Alan Patterson Cup in 2023.



Alumni



Belmont Abbey alumni continually excel across a wide variety of careers, fields, and industries: from business and finance to tech and marketing; from law and government service to medicine, research, and teaching. Our alumni are judges, congressmen, doctors, professors, military officers, priests and bishops, business executives, and much more.

Prominent alumnus Patrick McHenry '99 recently retired from a career as a U.S. Representative and has since accepted a position as Senior Advisor in an international financial advisory and asset management firm. Howard "Humpy" Wheeler '59 and Patti Wheeler '86 became pioneering forces in Motorsport promotion and broadcasting, respectively, and continue to transform the industry through their legacy in our Abbey Motorsport program. Within our own community, moreover, Dr. Joseph Wysocki '04 serves as Provost, while our Honors leadership and administration include three alumni who returned to the Abbey to offer their remarkable gifts to future students.



Finances & Governance

FINANCES

Belmont Abbey College has a strong community of faculty, staff, coaches, alumni, and students. Its donors have contributed over \$97M in the past five years, including over \$24M from the Southern Benedictine Society of North Carolina (SBS). With an operating budget of approximately \$57M and an endowment valued at roughly \$14M, the College's leadership team remains focused on preparing for a constantly evolving external environment and changing market conditions and demands.

For 2024-25, undergraduate tuition is tiered at \$19,500 and \$18,500, with a blended discount rate of approximately 36.4%. The College has low debt (under \$15M), and annual audits of the College's financials continue to be "clean" with no material weaknesses or significant deficiencies. Primary revenue sources are tuition, auxiliaries, and contributions. For fiscal year 2024-25, total giving is over \$27 million, with more than \$8M of unrestricted donations from the SBS.

FINANCIAL AID & SCHOLARSHIPS

Belmont Abbey College is committed to private higher education of outstanding quality while remaining one of the most reasonably priced colleges or universities in the country. Over 98% of full-time students receive some form of financial aid, whether merit scholarships, athletic grants, or need-based funding.

One of our primary strategies is providing our Premier Scholarship programs which enable us to make our college more accessible while also providing a platform for student formation. We offer the Honors College, defined by its Great Books curriculum, the Hintemeyer Catholic Leadership Award, the St. Thomas More Scholarship, which focuses on a civic-minded education, and the Father John Oetgen Scholarship, which highlights our performing arts.

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GOVERNANCE

College governance consists of a President, Executive Cabinet, and Board of Trustees. The President represents the College to external stakeholders and provides day-to-day leadership in implementation and operations, while the Cabinet members (Provost/Chief Academic Officer, Executive VP/Chief Financial Officer, VP of College Relations, and VP and Director of Athletics) offer more practical operational leadership in specific areas. The President answers to the Board of Trustees, which outlines strategic direction, ensures mission integrity, and exercises financial oversight.

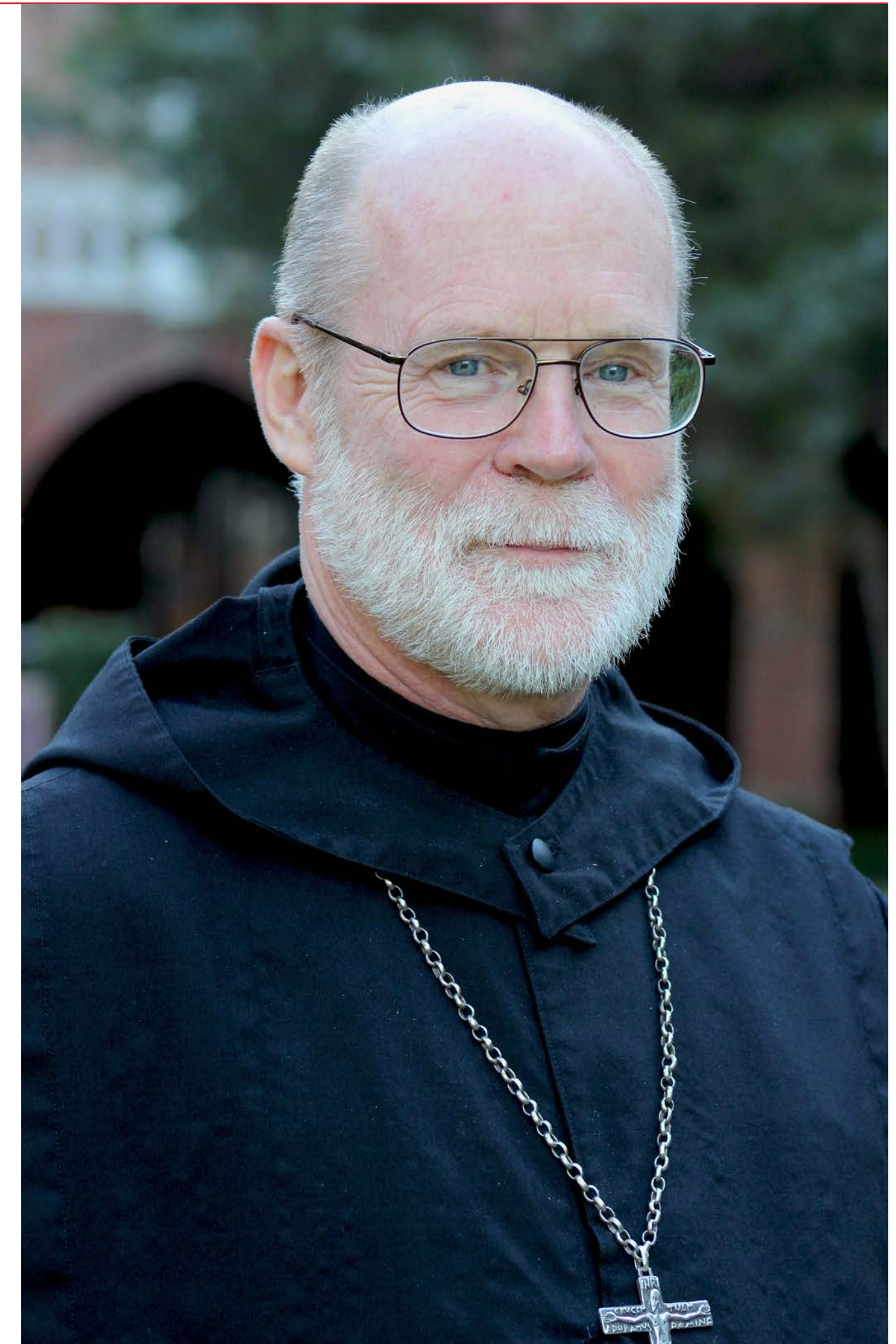
This governance model integrates shared decision-making with appropriate levels of authority and oversight from the monastic community of Belmont Abbey, who founded and continue to sponsor the College. The Abbot of Belmont Abbey is always the College Chancellor and part of the Board of Trustees, with other monks also serving as Board members.

Our Chancellor

Abbot Placid Solari, O.S.B. is the chancellor of Belmont Abbey College and the Abbot over the monastic monastery on our campus. Abbot Placid was instrumental in refocusing the college on its Catholic heritage, which has revitalized the college, driven enrollment, and set the stage for a greater national impact in the years to come.

Abbot Placid has served as the Abbot of the monastery since 1999 and has overseen consistent growth in vocations to the monastery and managed the significant monastic assets, including surrounding properties, which provide an essential foundation to both the college and the monastery.

His guiding hand has sustained this college through turbulent times by the grace of God, and his spirituality has inspired the liturgies of the college and helped students, faculty, and staff through their own difficulties. He is a priest, a teacher, and a faithful steward of the monastery's cherished apostolate.



Accreditation



Belmont Abbey College is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) to award baccalaureate and master's degrees. Belmont Abbey College also may offer credentials such as certificates and diplomas at approved degree levels.

VETERANS

Our degrees are accepted by graduate and professional schools, and the school is designated by the state-approving agency as an institution qualified to offer training to veterans.



Made True



MADETRUE.BAC.EDU

Made True is about Belmont Abbey College embracing the call and the responsibility to transform American culture, growing as a welcoming liberal arts stronghold, and restoring our culture so that humankind may thrive and rejoice in our world *made true in the light of God's providence.*



— 150 FOR 150 —

MADE
TRUE

THE CAMPAIGN FOR BELMONT ABBEY COLLEGE

Since embarking on the Made True journey, we have been overwhelmed by the response. Thanks to extraordinarily generous benefactors, this journey has rapidly gained momentum, celebrating a legacy of Benedictine liberal arts education while embracing its most profound responsibilities and potential.

The \$125 million dollars already raised will impact our college for decades to come. This unprecedented support has:

- Transformed our science programs with new high-tech, state-of-the-art labs
- Laid foundations for future growth with an enlarged, upgraded dining hall
- Solidified our faithful, authentic voice with a new, permanent home for the Belmont House in Washington, D.C.
- Secured commitments that will grow our endowment fivefold and help secure the college's future
- Laid the foundation for a new performing arts center that will serve our college and our community.

Now on the precipice of our 150th anniversary, we seek to continue this momentum and to ensure the future of Belmont Abbey College in perpetuity.

\$150 Million for our 150th anniversary. 1876 - 2026

- Sustain excellence and virtue
- Revitalize society with young leaders
- Provide a new home for our beloved monks

The Role

PRESIDENT OF BELMONT ABBEY COLLEGE

Reporting to the Board of Trustees, the President leads all aspects of the College, including strategic planning, administration, academics, fundraising, and financial sustainability.

The President of Belmont Abbey College has the principal responsibility of guiding the College's strategic direction and fostering its overall success. The President serves as a visionary leader, playing a crucial role in shaping and aligning transformative goals that foster spiritual formation, promote academic excellence, and prepare graduates to embrace their responsibilities as engaged citizens and respond to the vocations to which God has called them. Drawing from the Benedictine monastic tradition, the President is dedicated to fostering virtue, forming character, and nurturing students' capacity to reason and think critically. Collaboration with the monastic community of Belmont Abbey is integral to this role.

The President's focus is to oversee the formulation of a new strategic plan ensuring the College's longevity, academic success, and financial solvency. The Board of Trustees, in alignment with the monastic community, recommends a renewed focus and development of its core values of academic excellence, character development, and career readiness. While affirming this focus, this visionary and transformative leader will initiate mission-centered academic programs to reduce the demand on athletics for the recruitment of students. This renewed vision and strategy will underscore the College's mission as a Catholic and Benedictine institution of higher learning.



Priorities

RESPONSIBILITIES OF THIS NEW STRATEGIC FOCUS

STRATEGIC LEADERSHIP AND PLANNING

- Provide visionary spiritual leadership that fosters the College's Catholic mission and encourages the integration of faith and learning.
- Develop and implement a comprehensive strategic plan aligned with BAC's mission and values.
- Develop and monitor action plans that support the strategic plan of BAC.
- Lead efforts to strengthen and promote the College's Catholic identity within the institution and the broader community.
- Provide oversight and strategic direction of fundraising efforts to secure leadership gifts and funds to support the College.
- Foster a culture of faith and service in alignment with the Benedictine tradition, driving enrollment growth and enhancing the student experience.
- Lead initiatives to increase enrollment of students who seek an education informed by Catholic faith.
- Implement strategies to support student retention and success within a Catholic learning environment.

EDUCATION

- Oversee the development of the College's academic curriculum and make clear decisions on instituting new academic programs, discontinuing existing programs when required, and determining areas for continued investment.
- Provide oversight to Premier Scholarship programs, including the Honors College and the Hintemeyer Catholic Leadership Program.
- Further develop and market BAC's graduate programs to provide 50 percent of the College's revenue by 2028.
- Recruit and retain excellent instructors committed to the Catholic intellectual tradition of integrating the truths of faith and reason
- Foster a culture of continuous improvements and innovation in teaching and learning.
- Build out a robust career placement program including internships, corporate on-campus recruiting, and job placement.



Priorities

RESPONSIBILITIES OF THIS NEW STRATEGIC FOCUS

FINANCE AND OPERATION MANAGEMENT

- Manage the College's budgeting and forecasting transparently and effectively, with accurate and timely reporting to the Board of Trustees and the monastic community.
- Work closely with the CFO to ensure transparent financial management practices that support the College's strategic objectives.
- Provide the Board of Trustees with regular updates on financial matters related to enrollment growth and Catholic mission initiatives.
- Develop and lead the senior leadership team for both academic and administrative departments, supervising BAC's academic and administrative staff.
- Provide guidance, mentorship, and performance evaluations to direct reports to foster professional growth and development.
- Manage the College's revenues and expenses to break even or better every year to provide for the financial solvency of the college.

RELATIONSHIP BUILDING AND STAKEHOLDER ENGAGEMENT

- Forge strong partnerships with internal and external stakeholders to advance the College's Catholic identity and enrollment goals.
- Collaborate with the Board of Trustees to support governance practices that promote the College's mission and values.
- Cultivate relationships with alumni, community leaders, the Diocese of Charlotte, and other dioceses in the Southeast and national Catholic leadership to increase awareness of BAC and attract prospective students.
- Cultivate ongoing relationships with donors and stakeholders to enhance financial support.



Qualifications

The President will be a practicing Catholic whose life and career is animated by the Catholic faith, and who understands and is committed to the implementation of St. John Paul II's Apostolic Constitution *Ex Corde Ecclesiae*. An advanced degree is required and a terminal degree in a liberal arts discipline is preferred. Candidates should also demonstrate the following:

- Leadership and management skills, including the ability to lead individuals in a collaborative environment.
- Exceptional decision-making skills, with the ability, strength, and courage to make strategic, financial, and ethical decisions that align with the institution's mission and values, fostering a culture of transparency, collaboration, and innovation.
- High levels of adaptability, process agility, and resilience.
- Excellent communication, interpersonal, and relationship-building skills, with a focus on community engagement.
- Leadership experience, with a focus on enhancing Catholic mission and identity.
- Deep understanding of and commitment to Catholic and Benedictine traditions, with a clear vision for the College's future and its success.
- Experience in creating and executing a comprehensive fundraising strategy.
- Strong financial and operational acumen and experience in fundraising and budget management.
- Ability to prudently manage the budget and finances of an organization of similar scale and complexity.



CONTACT

Nominations, inquiries, and expressions of interest should be sent to belmontabbey@russellreynolds.com.



Belmont Abbey[®]
COLLEGE